

22 SEP 1975

MEMORANDUM FOR: Deputy Director for Administration

SUBJECT : Employee Reaction to the Director's Speech
at the Annual Awards Ceremony and to the
Congressional Hearings on Intelligence
Activities

1. All employees of the Office of Personnel who were sampled regarding the Director's recent speech were unanimous in their agreement that he came over in a very forthright manner. Depending on our employees' knowledge of Agency activities, reading of newspapers, etc., the speech was either very informative or, to some extent, what they expected -- the latter group, however, was in no way disappointed in this presentation. There was a feeling that the Director's speech was good for the morale of the Agency, especially for those who were privileged to hear it. Perhaps the best way to sum up the reaction to the Director's speech would be to say that it was honest, interesting and reassuring.

2. Reaction to the hearings differed in many ways, but if we had to sum it up there was the feeling on the part of our employees that the Agency was not really getting a completely fair shake and some of the subjects selected for public hearing were flashy items, but not the most important ones. Mr. Colby's testimony before the Senate Select Committee went over very well for its forthrightness, and Mr. Helms went over equally as well for the method in which he answered the questions and the "control" he appeared to have over his interrogators. Mr. Karamessines did not fare as well in our poll. His responses to early questions appeared to be appropriate and on target, but as the hearings continued he seemed to build more confidence and, in acquiring this extra degree of confidence, he perhaps made gratuitous and unnecessary additions to his answers. Many of our employees have reached the conclusion that the hearings appear to have become political and one of our officers expressed concern that the hearings may have a practical effect of damaging initiative in the Agency.

3. We received only one comment regarding what might be done from one of our most respected personnel officers. He stated that he believed the Director should make a definitive statement to the country on the need for intelligence. The aim of such a statement would be to offset the damage done by disclosures and adverse publicity.

4. Attached are some comments that may give you additional insight into how our people reacted.

(Signed) F. W. M. Janney

F. W. M. Janney
Director of Personnel

Att

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COMMENTS

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1. Our [] recruiter believed that the testimony by Messrs. Colby and Helms was well received in his area but that the hearings had not been played up in the papers. The Patty Hearst case, for instance, overshadowed CIA activities.

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2. Our [] recruiter was not aware of hearings on educational television but did note that there had been some flashes on the news each evening. He says that [] appears to be absorbed in its own local issues; namely, bussing and teachers' strikes.

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3. Mr. Helms has the ability to turn the question around so that the questioner appears naive.

4. The Committee picked not very significant items (toxins) to make CIA look bad.

5. The Committee members showed a lack of knowledge of Agency structure and procedures.

6. The Committee had a "holier than thou" attitude.

7. The basic problem is that we need legal definitions of our responsibilities and the Senate should get on with this more important issue and suggest or pass legislation and get away from toxins and other such matters.

8. The hearings have been political and highly damaging to the Agency.

9. There is concern that this will become someone's campaign issue.

10. Great disappointment that the overall Agency is being criticized because two officers did not follow a directive.

11. Goldwater's comments were beautiful.

12. Mr. Karamessines came across as the bad guy in a "Sam Spade" movie.

13. The Committee failed to prove a serious breach of command and control within the Agency.

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14. Appears they (the Committee) are out to get the Agency.

15. Other than the shock of the more sensational items, people outside the Washington area are not that interested in the Agency. Their primary interest is the economy.

16. In reference to Mr. Colby, the comment was made that the majority of Agency employees continue to respect his authority and appreciate his openness.

17. Mr. Colby's speech should encourage employees to work hard in their respective jobs.

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